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U.S. HOUSE OF REPRESENTATIVES

PERMANENT SELECT COMMITTEE
ON INTELLIGENCE

WASHINGTON, DC 20515-6415

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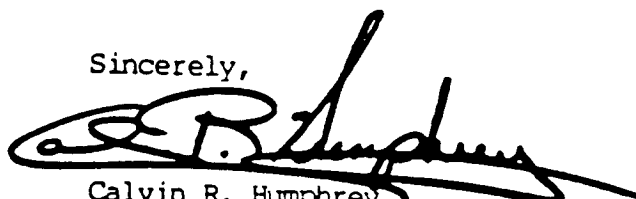
[Redacted]
Director, Planning and Policy Office
Intelligence Community Staff
Washington, D.C. 20505

Dear [Redacted]

I am pleased to forward to your attention HPSCI's statement of direction for the civilian Intelligence Community personnel study authorized by the Fiscal Year 1988 Intelligence Authorization Act. Additionally, you will find enclosed HPSCI's recommendations for the seven member National Academy of Public Administration (NAPA) panel. All of the panel recommendations were derived from your 27 January 1988 correspondence in which you proposed candidates for membership on the NAPA panel.

In closing, I offer my apologies for the delay in forwarding this information to you. I look forward to working with you on this important study, and remain available to field any questions you may have concerning the enclosed materials.

Sincerely,


Calvin R. Humphrey
Counsel

Enclosures

HOUSE PERMANENT SELECT
COMMITTEE ON INTELLIGENCE

STATEMENT OF THE
NATIONAL ACADEMY OF PUBLIC
ADMINISTRATION

OBJECTIVES

The purpose of this study is to provide the Congressional intelligence oversight committees a comprehensive review and comparison of the several personnel management and compensation systems affecting civilian personnel of the United States intelligence community. This study represents the first across-the-board comparison and analysis of the various intelligence community personnel management and compensation systems, and will assist HPSCI and SSCI in evaluating those personnel programs presently in existence, as well as proposed future programs which may be necessary to ensure the continued availability of high caliber individuals to perform the various missions tasked to U.S. intelligence agencies and entities.

During the life of the study particular attention should be given to the ~~(1) awards-and-pay-scale, (2) benefits program, (3) career development, and (4) management philosophy of the various personnel management and compensation systems available in the intelligence community.~~ An analysis, comparison, and evaluation of these systems, complete with recommendations on their overall viability represents an integral element of the study.

Any proposed changes in the above mentioned areas should be thoroughly reviewed, analyzed, and compared with the remainder of the intelligence community and the Federal Civil Service.

HPSCI expects that during the life of the study, consideration will be given to the inequities existing in the personnel and management systems of the various U.S. intelligence agencies and entities, and that NAPA will assess

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the necessity for these differences. HPSCI is particularly interested in an across-the-board assessment and comparison of the differences in personnel, management, and compensation systems affecting civilian personnel serving in similar positions, under similar conditions on overseas assignment for the various intelligence agencies and entities. Particular attention should be given to the differences in pay scale, retirement, and health care benefits, and the effect on employee morale these differences may represent.

Additionally, the study should compare and analyze the personnel management and compensation systems applicable to most civil service personnel with those in the intelligence community, and assess-to-what-extent-unique circumstances of intelligence activities require different management or compensation approaches.

With respect to the two interim reports to be provided to HPSCI and SSCI on 1 May 1988 and 1 August 1988, special attention should be given to changes in personnel management and compensation systems designed to recruit and retain individuals possessing skills of critical importance to U.S. intelligence agencies and entities. While critical skills currently include mathematics, computer science, engineering and foreign language, HPSCI prefers that NAPA adhere to a broader definition which would include those skills without which an individual agency or entity could not adequately perform its mission.

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Any proposed changes in personnel and compensation systems desired to be implemented by any intelligence agency or entity during the life of the study should be evaluated and analyzed with recommendations in the interim reports provided to the intelligence oversight committees.

Lastly, HPSCI expects NAPA to make recommendations as to where the intelligence community should be moving, if movement is necessary, in its personnel management and compensation systems to ensure the continued availability of human resources with the necessary talent and dedication to perform the tasks of the various intelligence agencies and entities.

HPSCI'S RECOMMENDATIONS
FOR SEVEN (7) MEMBER NAPA
PANEL TO STUDY
INTELLIGENCE COMMUNITY CIVILIAN
PERSONNEL SYSTEMS

* Dr. James Colvard

* William G. Miller

* Bobby R. Inman

* Philip A. Odeen

* Thomas S. McFee

* Fred Meuter, Jr.

* Donald McHenry